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Proposed programme budget for the biennium 2008-2009

Administrative expenses of the United Nations Joint Staff Pension Fund

Fourth report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the United Nations Joint Staff Pension Board on the administrative expenses of the United Nations Joint Staff Pension Fund (A/62/175). During its consideration of the report, the Advisory Committee met with the Chairman of the Pension Board, the Chief Executive Officer of the Fund and the Representative of the Secretary-General for the Investments of the Fund.

2. The report of the United Nations Joint Staff Pension Board contains the revised budget estimates and performance report for the biennium 2006-2007, the proposed budget estimates for the biennium 2008-2009 and a proposal for authorization to supplement contributions to the Emergency Fund for the biennium 2008-2009 by an amount not exceeding $200,000. **The Advisory Committee welcomes the improved quality of the budget report and related documents.**

3. As indicated in the overview of the activities of the Fund (A/62/175, para. 1), there are currently 22 organizations members of the United Nations Joint Staff Pension Fund, with a combined total of 155,151 active participants and benefits in payment as at 31 December 2006. The Advisory Committee was informed that the International Organization for Migration had joined the Fund as at 1 January 2007, adding about 1,500 new participants.

4. As indicated in the budget document (A/62/175, para. 3), the active participant population increased by 5.1 per cent for the one-year period ended 31 December 2006 and the number of periodic benefits in payment for the same period increased

by 2.3 per cent. Figures I and II of the report illustrate the growth in the number of active participants and in the number of benefits in payment since 1995.

5. The Advisory Committee notes that the market value of the Fund's assets had increased from $31.4 billion at the end of December 2005 to $36.3 billion at the end of December 2006. This represents an increase of 15.5 per cent (A/62/175, para. 7). The Committee was informed that, as at 1 October 2007, the market value of the assets of the Fund stood at $41.2 billion.

6. The Advisory Committee notes that the budget document is presented in results-based budgeting format. During its hearings, the Committee discussed with the representatives of the secretariat of the Fund various ideas which could contribute to streamlining and shortening the budget document. **The Committee suggested, for example, that consideration be given to reducing the size of the budget document by focusing the annexes on essential facts and figures.**

7. **The Advisory Committee welcomes the inclusion in the performance report for the biennium 2006-2007 of information on the status of information technology projects and trusts that information on timelines and completion dates of projects will continue to be included in future proposed budgets (see A/60/7/Add.7, para. 11).**

8. **The Advisory Committee considers that more attention should be paid to improving the results-based budgeting format, including the presentation of indicators of achievement.** For example, the indicators of achievement for the improved gender balance of staff in the Investment Management Service provide for an increased percentage of women at the Professional level and above but the target figures for 2008-2009 do not reflect any increase (A/62/175, table 21).

II. Revised budget estimates and performance report for the biennium 2006-2007

9. As indicated in the budget document (A/62/175, para. 10), the General Assembly, in section III of its resolution 60/248, approved appropriations for the biennium 2006-2007 totalling $108,262,500, comprising $57,305,700 for administrative costs, $49,236,200 for investment costs and $1,720,600 for audit costs. Of that amount, $91,722,700 is chargeable directly to the Fund and $16,539,800 represents the share of costs borne by the United Nations. In addition, authorized extrabudgetary resources amounting to $131,000 were to be funded by a number of member organizations. In section IV of its resolution 61/240, the Assembly increased the appropriations by $2,403,000 for a total of $110,665,500, comprising administrative costs ($57,581,200), investment costs ($51,145,400) and audit costs ($1,938,900). Of this amount, $94,014,200 is chargeable directly to the Fund and $16,651,300 represents the share of costs borne by the United Nations.

10. In paragraph 9 of the budget document, it is indicated that expenditures for the biennium 2006-2007 reflect actual expenditures for the 15-month period from 1 January 2006 to 31 March 2007 and estimated expenditures for the 9-month period from 1 April through 31 December 2007. The reasons for the reported variances in expenditure have been adequately explained in the report (A/62/175, paras. 13-45). **The Advisory Committee is of the view that, given its investments in administrative and technological capacities, the Fund should be in a position**

to reflect more up-to-date actual expenditures in its performance reports prior to their submission to the Advisory Committee on Administrative and Budgetary Questions. The Committee encourages the secretariat of the Fund to extend the reporting period for actual expenditures by at least three months and shorten the reporting period for projected estimates accordingly. Upon enquiry, the Advisory Committee was provided with information on the most recently available actual and projected expenditure for the biennium 2006-2007 (see annex I to the present report). Total expenditure for the biennium 2006-2007 is now estimated at $104,461,100, which would result in projected savings of $6,204,400, comprising $1,287,900 under administrative costs, $4,832,900 under investment costs and $83,600 under audit costs.

11. The Advisory Committee observes that a total of $2,323,100 ($1,517,100 for the secretariat and $806,000 for the Investment Management Service) is estimated for the biennium 2006-2007 for the tax settlement of staff members of the Fund who are taxed by their own Governments. As indicated in the budget document (A/62/175, para. 67), historically, provision has not been made in the Fund's budget for the tax settlement, with the cost of posts budgeted without the staff assessment component; for the year 2006, however, payment for such tax settlements was requested by the United Nations. Accordingly, the Pension Board recommended that the General Assembly approve, effective with the budget for 2006-2007, charging tax reimbursements to the Tax Equalization Fund maintained by the Secretary-General in respect of United Nations activities under the General Fund (A/62/175, paras. 68 and 150 (e). **The Advisory Committee recommends acceptance of the Pension Board's recommendation**.

12. Information on the status of information technology projects funded under administrative costs during the biennium 2006-2007 is provided in table 2 and paragraphs 21 to 32 of the budget document. The Committee notes that most information technology projects have been completed or will be completed before the end of 2007. While it is indicated that the enterprise resource planning project is to be completed in November 2007 (A/62/175, table 2), the Advisory Committee was informed that it was a study of the Fund's requirements in respect of enterprise resource planning that would be completed by the end of 2007, and that the study was to be undertaken by a specialized consulting firm contracted by the Fund through the United Nations Procurement Service. The Committee notes from paragraph 31 of the budget document that, in the biennium 2008-2009, the Fund will document all processes, procedures and best practices for eventual migration to the selected enterprise resource planning platform, that an overall cost estimate for the project will be provided at that time and that it is expected that the full deployment of the enterprise resource planning solution will take place in the biennium 2010-2011.

III. Proposed budget for the biennium 2008-2009

13. The proposed budget of the Fund for the biennium 2008-2009 amounts to $142,271,300 (before recosting), comprising administrative costs of $71,769,300, investment costs of $68,054,500, audit costs of $2,338,600 and Pension Board expenses of $58,900. The estimated requirements of $142,271,300 represent resource growth of $31,605,800, or 28.6 per cent, compared to the revised appropriation of $110,665,500 for the biennium 2006-2007. The overall resource

growth reflects 24.6 per cent growth under administrative costs, 33.1 per cent growth under investment costs and 23.2 per cent growth under audit costs.

14. The budget document (A/62/175, paras. 69-72 and 128) provides information on the projected resource growth of $31,605,800 as follows:

(a) *Administrative costs*. The resource growth of $14,188,100 relates to the proposed increase in posts ($3,761,800) and non-post costs ($10,426,300). The increase in post requirements reflects 15 new posts, the reclassification of 1 post and the conversion of 3 temporary posts to established posts. Increases in non-post costs arise primarily from the implementation of information technology and business projects ($6,177,000), maintenance of information technology equipment ($1,711,600) and acquisition of additional equipment ($395,000), increase in rental of premises ($1,408,300), travel of staff and representatives ($327,400) and communication charges ($539,300);

(b) *Investment costs*. The resource growth of $16,909,100 comprises the proposed increase in post ($2,997,600) and non-post costs ($13,911,500). The increase in post requirements reflects 10 new posts and the reclassification of 1 post. Increases in non-post costs arise primarily from travel of staff ($553,700), contractual services for external legal consultants, third-party service providers and market data services ($10,373,400) and rental of premises, including renovations ($3,934,300);

(c) *Audit costs*. Additional resources of $449,700 are proposed for the apportioned cost applicable to the Fund for the Board of Auditors ($74,700) and, for internal audit, an increase in post costs ($310,000) and travel of staff ($61,000);

(d) *Board expenses*. The estimated requirements of $58,900 cover travel costs of the Chairman of the Board to attend its fifty-fifth session and meetings of the Advisory Committee on Administrative and Budgetary Questions ($13,900), and administrative expenses for the fifty-fifth session of the Board ($45,000), to be hosted by the International Fund for Agricultural Development in Rome, in July 2008.

15. At 2008-2009 rates, the proposed budget of $150,995,100 (see A/62/175, table 6), consists of $131,996,500 apportioned to the Pension Fund and $18,998,600 apportioned to the United Nations under the cost-sharing agreement. In addition, extrabudgetary resources of $153,600 are projected for the continuation during the biennium 2008-2009 of one General Service (Other level) post for the processing of after-service health insurance premium payments, which is fully funded by the participating organizations.

16. A total of 214 posts, including 1 extrabudgetary post, are projected for the Fund's operations in 2008-2009. The proposed staffing table provides for the establishment of 25 new posts, the upward reclassification of 2 posts and the conversion of 3 temporary posts to established posts. Table 1 summarizes the proposed staffing changes for the biennium 2008-2009:

Table 1
Proposed staffing changes for the biennium 2008-2009

Section	*Action*	*Posts*	*Number of posts*	*Category*
Administration				
Executive direction and management				
Office of the Chief Executive Officer				
Legal Office	New post	Chief, Legal Office	1	P-5
Policy and analysis	New post	Policy and Analysis Officer	1	P-4
Programme of work				
Operations				
Pension Entitlements and Client Services Section	New post	Benefits Officer	1	P-3
	New post	Client Services Officer	1	P-3
	New post	Client Services Assistant	2	General Service (Other level)
	New post	Records Assistant	1	General Service (Other level)
	Conversion from temporary to established posts	Benefits Assistant	3	General Service (Other level)
Financial Services Section	New post	Business Analyst	1	P-4
Geneva Office	New post	Chief, Client Servicing and Records Management Unit	1	P-4
	New post	Senior Benefits Assistant	1	General Service (Principal level)
	New post	Records Maintenance Unit Administrative Clerk	1	General Service (Other level)
	New post	Finance Assistant	1	General Service (Other level)
	New post	Benefits Assistant	2	General Service (Other level)

Section	*Action*	*Posts*	*Number of posts*	*Category*
Programme support				
Executive Office	Reclassification	Administrative Officer	1	P-3 to P-4
	New post	Facilities Management Assistant	1	General Service (Other level)
Investment				
Executive direction and management				
Office of the Director	New post	Senior Programme Officer	1	P-5
	Reclassification	Senior Administrative Assistant	1	General Service (Other level) to General Service (Principal level)
Programme of work				
Investments Section	New post	Chief Investments Officer	1	D-1
	New post	Investment Officer — Asian Equities	1	P-3
	New post	Investment Officer — European Equities	1	P-3
	New post	Investment Officer — Fixed Income	1	P-3
	New post	Investment Assistant — Chief Investment Officer	1	General Service (Other level)
Risk and Compliance Section	New post	Legal Officer	1	P-4
	New post	Senior Risk Assistant	1	General Service (Principal level)
	New post	Senior Compliance Assistant	1	General Service (Principal level)
Operations Section	New post	Senior Operations Assistant	1	General Service (Principal level)

17. The Advisory Committee notes that an ad hoc working group was established by the Pension Board to review the revised budget estimates for the biennium 2006-2007 and the proposed budget estimates for the biennium 2008-2009 and to make recommendations to the Board. The working group did not support a number of staffing proposals submitted by the Fund's Administration (see A/62/175, annex V,

paras. 22 and 31). The Committee notes the observation of the working group that there has been a tendency in successive years to request post changes both within and outside the budget cycle and that these requests are accompanied by minimal justification in terms of workload, functional need and organizational structure. The working group considered that this did not reflect adequate budget discipline by the Fund and that it was an opportune moment for it to consider a more strategic approach to its human resource requirements. Accordingly, the working group proposed that the Chief Executive Officer of the Fund and the Representative of the Secretary-General for the Investments of the United Nations Joint Staff Pension Fund undertake an overall review of the staffing and organizational structure in their respective areas of competence, inter alia, by drawing on relevant industry benchmarks and best practice, and report on the results of the review to the Board at its fifty-fifth session (A/62/175, annex V, para. 19).

18. Upon request, the Advisory Committee was provided with information on the evolution of the Fund's staffing, by programme (see table 2).

Table 2

United Nations Joint Staff Pension Fund: approved posts for the bienniums 2002-2003, 2004-2005 and 2006-2007, and requested posts for the biennium 2008-2009, by programme

Programme	*Number of posts*											
	2002-2003			*2004-2005*			*2006-2007*			*2008-2009*		
	Prof	*GS*	*Total*	*Prof*	*GS*	*Total*	*Prof*	*GS*	*Total*	*Prof*	*GS*	*Total*
Secretariat												
Executive direction and management	4	3	**7**	4	3	**7**	5	3	**8**	7	3	**10**
Programme of work												
Office of the Chief of Operations	2	—	**2**	2	1	**3**	2	1	**3**	2	1	**3**
Pension Entitlements and Client Services Section	5	39	**44**	5	40	**45**	5	40	**45**	7	43	**50**
Financial Services Section	8	21	**29**	8	23	**31**	10	27	**37**	11	27	**38**
Geneva Office	5	16	**21**	6	16	**22**	7	18	**25**	8	23	**31**
Subtotal	**20**	**76**	**96**	**21**	**80**	**101**	**24**	**86**	**110**	**28**	**94**	**122**
Programme support												
Information Management Systems Service	17	6	**23**	17	6	**23**	18	6	**24**	19	7	**26**
Executive Office	2	3	**5**	2	3	**5**	3	3	**6**	3	4	**7**
Subtotal	**19**	**9**	**28**	**19**	**9**	**28**	**21**	**9**	**30**	**22**	**11**	**33**
Secretariat total	**43**	**88**	**131**	**44**	**92**	**136**	**50**	**98**	**148**	**57**	**108**	**165**
Investments												
Executive direction and management	2	3	**5**	2	3	**5**	2	4	**6**	3	4	**7**
Programme of work												
Investment Section	6	8	**14**	6	8	**14**	11	7	**18**	15	8	**23**
Operatious Section	2	8	**10**	2	8	**10**	2	8	**10**	2	9	**11**
Risk and Compliance Section	—	—	—	—	—	—	3	—	**3**	4	2	**6**
Subtotal	**8**	**16**	**24**	**8**	**16**	**24**	**16**	**15**	**31**	**21**	**19**	**40**
Programme support												
Information Systems Section	2	1	**3**	2	1	**3**	3	1	**4**	2	—	**2**
Investments total	**12**	**20**	**32**	**12**	**20**	**32**	**21**	**20**	**41**	**26**	**23**	**49**
Total	**55**	**108**	**163**	**56**	**112**	**168**	**71**	**118**	**189**	**83**	**131**	**214**

19. The Advisory Committee was informed that the Fund had 14 vacant posts as at 15 October 2007 (see annex II). The Committee was also informed that all of these vacancies would be filled by the end of 2007. **Recognizing the importance of ensuring that the management of the Fund's present $41.2 billion portfolio is entrusted to an experienced portfolio manager, the Advisory Committee considers that the person chosen for the currently vacant post of the Director of the Investment Management Service should: (a) possess a strong and relevant academic background; (b) have an established record of managing long-term pension investments; and (c) have extensive experience and the required competency to conduct the challenging initiatives undertaken by the Investment Management Service.**

20. **The Advisory Committee supports the recommendations of the Pension Board in respect of the proposed staffing of the Fund for the biennium 2008-2009.**

21. The Advisory Committee notes that a provision of $8,497,200 is made for the rental of premises for the Fund in New York and in Geneva. The Committee recalls that, in April 2005, the Fund relocated from the United Nations Secretariat building to its new premises at 1 Dag Hammarskjöld Plaza. Since then, the increased staffing of the secretariat of the Fund had led to additional requirements for office space. The Advisory Committee was informed that the estimated requirements for rental and renovation of premises reflect the proposed additional staffing requirements (see also para. 17 above). In addition, the creation of a new Client Servicing Unit in the Fund's Geneva Office and growing concern regarding accessibility to the Palais des Nations by the Fund's growing clientele in Geneva, has resulted in a need to upgrade and relocate the Geneva Office. The required office space was located in the Du Pont building which is situated near the Palais des Nations, and the relocation was successfully completed in September 2007 within the current appropriation.

22. The estimated cost of audit (both internal and external) of the administrative and investment operations of the Fund amounts to $2,388,600 (before recosting) for the biennium 2008-2009, reflecting a resource growth of $449,700, or 23.2 per cent, over the appropriation of $1,938,900 for the biennium 2006-2007. The total estimated audit cost of $2,388,600 comprises the cost of external audit ($640,500) and internal audit ($1,748,100). As indicated in the budget document (A/62/175, annex IV, para. 1), about one half of the external audit costs relate to administrative operations and one half to investment activities; furthermore, one third of the audit costs of the Fund's administrative operations is borne by the United Nations under the cost-sharing arrangements.

23. As regards internal audit costs, the Advisory Committee notes from paragraph 126 of the budget document that a provision for posts is made under general temporary assistance to cover the cost of 1 P-5, 2 P-4, 1 P-3 and 1 General Service (Other level). The Committee also notes that a provision of $250,000 is requested under contractual services in connection with (a) internal audit functions related to a comprehensive risk assessment of the operations of the Fund in 2008 ($175,500) and (b) information technology audit functions ($75,000).

IV. Ad hoc measure to address the adverse consequences of dollarization in Ecuador

24. The Advisory Committee notes from the budget document (A/62/175, summary) that the report submitted by the Pension Board responds to General Assembly resolution 61/240, by which the Assembly invited the Board to present in 2007 a viable ad hoc measure to adequately attenuate the adverse consequences arising from dollarization in Ecuador after consulting with the Committee of Actuaries.

25. The Advisory Committee notes from the budget document (A/62/175, sect. V) that the Pension Board agreed to seek authorization from the General Assembly for payment of an ad hoc, one-time, ex gratia payment to the retirees and other beneficiaries of the Fund who have been adversely affected by the dollarization policy adopted in Ecuador. The Advisory Committee was informed that eligibility for receipt of this payment would be considered on a case-by-case basis. The Committee further notes that the Board decided that the proposed payment should not serve as a precedent for any future action by the Board of the United Nations Joint Staff Pension Fund (A/62/175, para. 147). **The Advisory Committee is of the opinion that this would create a precedent and the Fund could be vulnerable to similar requests. This proposed one-time payment would not be in conformity with the regulations of the United Nations Joint Staff Pension Fund, particularly as regards the income replacement principle that is embodied in the Fund's regulations and which has been consistently upheld by the International Civil Service Commission in its decisions and by the General Assembly in its resolutions.**

26. As indicated in the budget document, the above-mentioned ad hoc measure recommended by the Board would require a total one-time payment of about $500,000 from the assets of the Fund. For the implementation of the Board's recommendation, an amount of $46,900 was included in the proposed resource requirements for the United Nations Joint Staff Pension Fund for the biennium 2008-2009.

27. **The Advisory Committee is of the opinion that this is a policy decision to be taken by the General Assembly.**

V. Conclusion

28. **The Advisory Committee recommends that the revised estimates for the biennium 2006-2007 be approved in the amount of $104,461,100 (see para. 10 above) and that the proposed budget for the biennium 2008-2009 for the administrative expenses of the Fund be approved in the amount of $142,271,300, subject to a decision of the General Assembly referred to in paragraph 27 above. The Advisory Committee has no objection to the recommendation of the Pension Board to supplement the voluntary contributions to the Emergency Fund by an amount not exceeding $200,000 for the biennium 2008-2009.**

Annex I

Performance report, 2006-2007

Revised estimates for the biennium 2006-2007, by object of expenditure

(Thousands of United States dollars)

	Approved appropriations			*Expenditures for the 21-month period 1 January 2006-30 September 2007*			*Estimated expenditures for the 3-month period 1 October-31 December 2007*			*Increase or (decrease) for the biennium 2006-2007*			*Proposed final 2006-2007 appropriations*		
	Pension Fund	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*
Category		*(a)*			*(b)*			*(c)*			*d=(a-(b+c))*			*e=(a+d)*	
Administrative costs															
Posts	19 610.2	9 805.0	29 415.2	16 824.5	8 412.3	25 236.8	2 412.5	1 206.3	3 618.8	(373.2)	(186.4)	(559.6)	19 237.0	9 618.6	28 855.6
Other staff costs	1 024.6	405.9	1 430.5	629.6	261.0	890.6	332.5	136.3	468.8	(62.5)	(8.6)	(71.1)	962.1	397.3	1 359.4
Consultants	—	—	—	—	—	—			—	—	—	—	—	—	—
Travel	429.4	—	429.4	467.4	—	467.4	96.0		96.0	134.0	—	134.0	563.4	—	563.4
Contractual services	10 095.3	2 708.9	12 804.2	7 094.9	2 223.7	9 318.6	2 053.7	486.8	2 540.5	(946.7)	1.6	(945.1)	9 148.6	2 710.5	11 859.1
Hospitality	5.2	—	5.2	0.7	—	0.7	0.4		0.4	(4.1)	—	(4.1)	1.1	—	1.1
General operating expenses	6 447.1	2 462.2	8 909.3	5 687.9	2 108.8	7 796.7	1 567.3	400.2	1 967.5	808.1	46.8	854.9	7 255.2	2 509.0	9 764.2
Supplies and materials	268.6	129.0	397.6	71.6	24.6	96.2	48.9	10.8	59.7	(148.1)	(93.6)	(241.7)	120.5	35.4	155.9
Furniture and equipment	3 372.6	817.2	4 189.8	1 358.5	370.2	1 728.7	1 584.2	421.7	2 005.9	(429.9)	(25.3)	(455.2)	2 942.7	791.9	3 734.6
Administrative total	**41 253.0**	**16 328.2**	**57 581.2**	**32 135.1**	**13 400.6**	**45 535.7**	**8 095.5**	**2 662.1**	**10 757.6**	**(1 022.4)**	**(265.5)**	**(1 287.9)**	**40 230.6**	**16 062.7**	**56 293.3**
Investment costs															
Posts	8 390.0		8 390.0	6 169.2		6 169.2	1 241.1		1 241.1	(979.7)	—	(979.7)	7 410.3	—	7 410.3
Other staff costs	365.8		365.8	72.3		72.3	70.0		70.0	(223.5)	—	(223.5)	142.3	—	142.3
Consultants	1 434.0		1 434.0	790.6		790.6	430.8		430.8	(212.6)	—	(212.6)	1 221.4	—	1 221.4
Travel	1 170.1		1 170.1	542.4		542.4	188.3		188.3	(439.4)	—	(439.4)	730.7	—	730.7
Contractual	34 859.4		34 859.4	26 862.1		26 862.1	7 503.0		7 503.0	(494.3)	—	(494.3)	34 365.1	—	34 365.1

Category	*Approved appropriations*			*Expenditures for the 21-month period 1 January 2006-30 September 2007*			*Estimated expenditures for the 3-month period 1 October-31 December 2007*			*Increase or (decrease) for the biennium 2006-2007*			*Proposed final 2006-2007 appropriations*		
	Pension Fund	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*	*Pension Fund*	*United Nations*	*Total*
	(a)			*(b)*			*(c)*			*d=(a-(b+c))*			*e=(a+d)*		
services															
Hospitality	17.4		17.4	8.2		8.2	4.1		4.1	(5.1)	—	(5.1)	12.3	—	12.3
General operating expenses	1 731.0		1 731.0	1 546.7		1 546.7	313.7		313.7	129.4	—	129.4	1 860.4	—	1 860.4
Supplies and materials	64.3		64.3	74.5		74.5	10.0		10.0	20.2	—	20.2	84.5	—	84.5
Furniture and equipment	3 113.4		3 113.4	288.3		288.3	197.2		197.2	(2 627.9)	—	(2 627.9)	485.5	—	485.5
Investment total	**51 145.4**		**51 145.4**	**36 354.3**		**36 354.3**	**9 958.2**		**9 958.2**	**(4 832.9)**		**(4 832.9)**	**46 312.5**		**46 312.5**
Audit costs															
External audit	471.5	94.3	565.8	424.6	84.9	509.5	60.7	12.1	72.8	13.8	2.7	16.5	485.3	97.0	582.3
Internal audit	1 144.3	228.8	1 373.1	727.7	145.5	873.2	333.2	66.6	399.8	(83.4)	(16.7)	(100.1)	1 060.9	212.1	1 273.0
Audit total	**1 615.8**	**323.1**	**1 938.9**	**1 152.3**	**230.4**	**1 382.7**	**393.9**	**78.7**	**472.6**	**(69.6)**	**(14.0)**	**(83.6)**	**1 546.2**	**309.1**	**1 855.3**
Total resources	**94 014.2**	**16 651.3**	**110 665.5**	**69 641.7**	**13 631.0**	**83 272.7**	**18 447.6**	**2 740.8**	**21 188.4**	**(5 924.9)**	**(279.5)**	**(6 204.4)**	**88 089.3**	**16 371.8**	**104 461.1**
Extrabudgetary costs (after-service health insurance system)															
Operational activities	**131.0**		**131.0**	**115.2**		**115.2**	**28.9**		**142.7**	**13.1**	—	**13.1**	**144.1**	—	**144.1**

Annex II

United Nations Joint Staff Pension Fund: vacant posts as at 15 October 2007

Section	*Post*	*Grade*	*Number of posts*
Posts approved by the General Assembly in resolution 60/248			
Investment			
Investment Section	Investment Officer	P-5	1
Information Systems Section	Infrastructure Manager[a]	P-4	1
			2
Posts approved by the General Assembly in resolution 61/240 (revised budget)			
Investment			
Risk and Compliance Section	Chief, Risk and Compliance Section	D-1	1
Investments Section	Investment Officer	P-4	1
	Investment Officer	P-3	1
			3
		Investment total	**5**
Other posts currently vacant owing to normal turnover (separations/resignations/ transfers/promotions)			
Secretariat			
Pension Entitlements and Client Services Section	Benefits Assistant	GS (OL)	2
Financial Services Section	Accounting Assistant	GS (OL)	2
Information Management Systems Service	Information Systems Officer	P-3	1
		Secretariat total	**5**
Investment			
Office of the Director	Director	D-2	1
Information Systems Section	Senior Systems Analyst	P-5	1
Investment Section	Investment Officer	P-4	2
		Investment total	**4**
		Total fund	**14**

Abbreviations: GS (OL), General Service (Other level).

[a] Post to be redeployed as part of the consolidation of information technology services effective 1 January 2008.